

# Human Rights

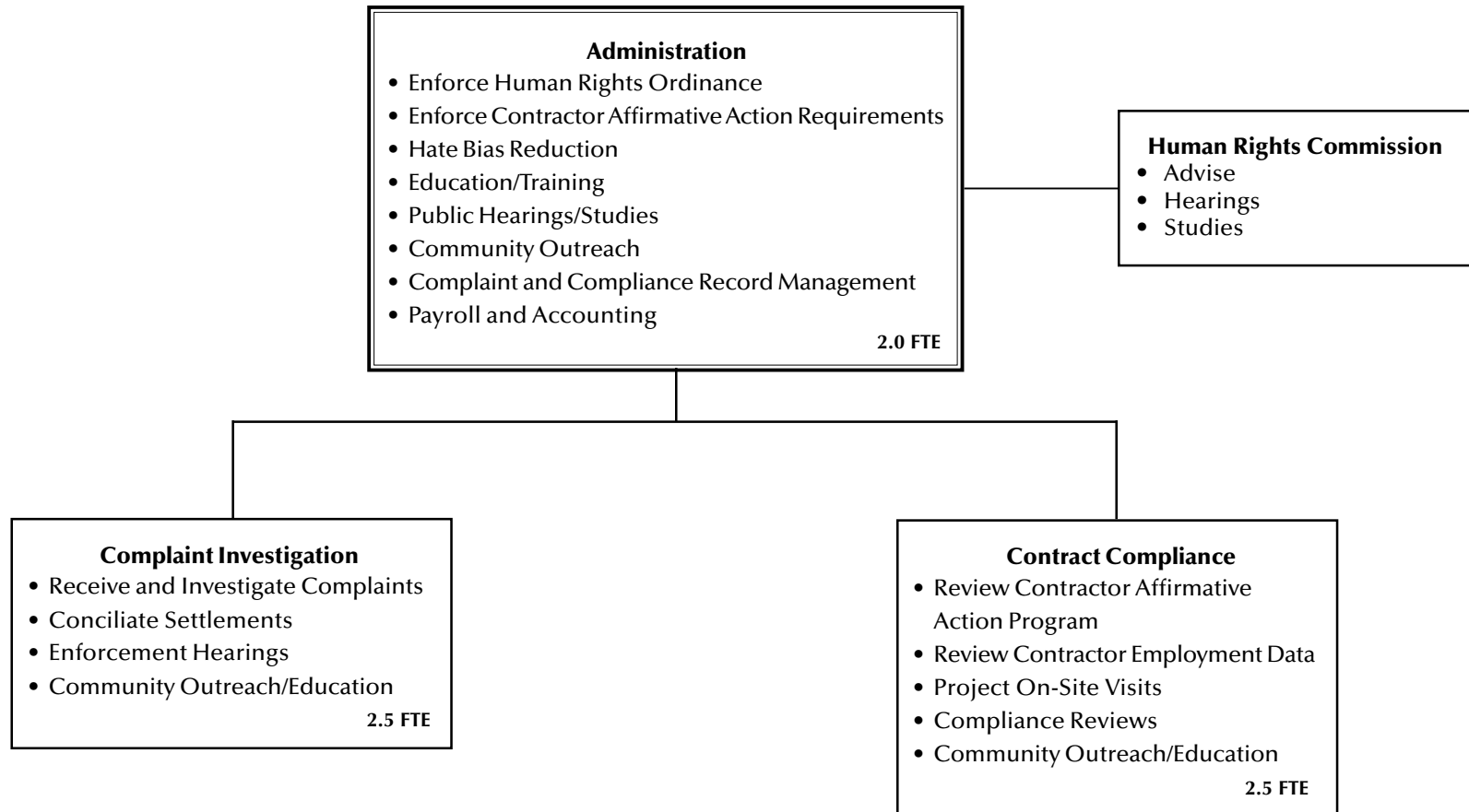
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## **Mission Statement**

To prevent and eliminate discrimination by: enforcing the provisions of Chapter 183 of the Saint Paul Legislative Code (Human Rights Ordinance) and its rules governing affirmative requirements in employment; providing educational and training opportunities that enable recipients to create equitable living and working environments; and facilitating collaborations with and between individuals, agencies, and organizations to maximize community resources toward prevention and elimination of prejudice, racism and discrimination.

# Human Rights

(Total 7.0 FTEs)



## **Strategic Plan Accomplishments and 2004 Priorities**

### **Major Accomplishments**

- Developed outreach materials in Hmong, Spanish and Somalian.
- Increased outreach efforts with the GBLT community including Twin Cities Pride events and meetings with leadership in the community regarding effective outreach efforts.
- Increased outreach efforts in the Hispanic community with educational materials and housing a staff person at CLUES every Wednesday.
- Outreach to schools in the City of Saint Paul regarding prejudice, racism and discrimination.

### **2004 Priorities**

- Fair Housing Project - Pair-testing, surveying and monitoring of banks and lending institutions on best practices and fair lending practices; Pair-testing, surveying and monitoring of problem rental properties; Outreach and education will continue in a limited capacity in 2004.
- Hate-Bias Incident Response Team Network - Stop Hate! Preventive education and outreach will continue in a limited capacity in 2004.
- Hate-Bias Incident response Team Network - Stop Hate! Collaborative partnerships for on-site intakes at respective community based organizations will continue in a limited capacity and as needed in 2004.

# Human Rights

DEPARTMENT/OFFICE DIRECTOR: TYRONE TERRILL

	2001 2ND PRIOR EXP & ENC *	2002 LAST YEAR EXP & ENC *	2003 ADOPTED BUDGET	2004 MAYOR'S PROPOSED	2004 COUNCIL ADOPTED	ADOPTED CHANGE FROM MAYOR'S 2003 PROPOSED ADOPTED
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<u>SPENDING APPROPRIATIONS</u>						
001 GENERAL FUND	838,384	791,510	782,610	532,632	532,632	249,978-
050 SPECIAL PROJECTS:GEN GOV ACCTS FU	68,388	68,371	47,809	47,614	47,614	195-
TOTAL SPENDING BY UNIT	906,772	859,881	830,419	580,246	580,246	250,173-
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<u>SPENDING BY MAJOR OBJECT</u>						
SALARIES	597,357	584,955	568,164	399,958	399,958	168,206-
EMPLOYER FRINGE BENEFITS	176,997	180,599	178,574	135,331	135,331	43,243-
SERVICES	112,544	87,020	74,781	34,657	34,657	40,124-
MATERIALS AND SUPPLIES	13,552	7,307	7,400	8,800	8,800	1,400
MISC TRANSFER CONTINGENCY ETC	1,044		1,500	1,500	1,500	
DEBT						
STREET SEWER BRIDGE ETC IMPROVEMENT						
EQUIPMENT LAND AND BUILDINGS	5,278					
TOTAL SPENDING BY OBJECT	906,772	859,881	830,419	580,246	580,246	250,173-
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	5.2-%		3.4-%	30.1-%		30.1-%
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<u>FINANCING BY MAJOR OBJECT</u>						
GENERAL FUND	838,384	791,510	782,610	532,632	532,632	249,978-
SPECIAL FUNDS						
TAXES						
LICENSES AND PERMITS						
INTERGOVERNMENTAL REVENUE	39,000	22,600	31,200	26,100	26,100	5,100-
FEES, SALES AND SERVICES		170				
ENTERPRISE AND UTILITY REVENUE						
MISCELLANEOUS REVENUE	5,000					
TRANSFERS	27,000	27,000				
FUND BALANCES			16,609	21,514	21,514	4,905
TOTAL FINANCING BY OBJECT	909,384	841,280	830,419	580,246	580,246	250,173-
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	7.5-%		1.3-%	30.1-%		30.1-%

## **Budget Explanation**

### **Major Changes in Spending and Financing**

#### **Creating the 2004 Budget Base**

The 2003 adopted budget was adjusted to set the budget base for the year 2004. The permanent budget adjustments made in early 2003 to cope with cutbacks in the State's local government aid payments for 2003 and beyond were annualized for 2004 and reflected in the base budget. In particular, the base budget for each department reflects the "round 1" mid-year budget adjustments as adopted by the City Council, and the "round 2" adjustments as proposed by the Mayor and awaiting council action at the time the 2004 budget planning process began. The budget was increased for the anticipated growth in 2004 for salaries and fringes for staff related to the bargaining process. Employee benefit cost increases were projected and then considered in the process that distributes those total costs to the city departments' budgets through the budget system using the "fringe rate" process.

#### **Mayor's Recommendations**

The Mayor recommends a funding level that supports 7 FTEs, a reduction of 3.5 FTEs from the 2003 adopted budget. Although the department's budget has been significantly reduced since 2002, this funding level still provides an enforcement and contract compliance presence.

#### **Council Actions**

The city council adopted the Human Rights budget as proposed by the Mayor.

## Miscellaneous

### Complaint Investigation-Enforcement

It is the public policy of the City, as established in Chapter 183 of the Legislative Code, to foster equal opportunity for all to obtain employment, education, real property, public accommodations, public services, contract and franchise without regard to their race, creed, religion, sex, sexual or affectional orientation, color, national origin, ancestry, familial status, age, disability, marital status or status with regard to public assistance, and strictly in accord with their individual merits as human beings. The department receives and investigates complaints from citizens who believe they have been discriminated against or treated in a manner that violates public policy.

During 2002, the Department handled over 1,600 calls from citizens that alleged discriminatory treatment or questions related to the Ordinance and the Rules. The Department accepted 151 complaints for full investigation.

### Equal Employment Opportunity-Affirmative Action Contract Enforcement

The City requires that every contractor, who enters a contractual agreement to do business with the City, be an equal opportunity employer. To this end, contractors and companies should engage in and carry out affirmative action programs to assist protected class persons to become successful participants in the work force.

Every contractor who enters into a contract or agreement with the City to provide goods or services, and whose aggregate contracts total \$50,000 or more during the preceding twelve months, must develop and submit for review and approval by the Human Rights Department, their company's written affirmative action program.

Employment goals to address underutilization of women and minority workers are set for each construction project. The General Contractor for each project must make "good faith efforts" to achieve the utilization goals. The department also monitors supply/service contractors' "good faith efforts" to recruit, hire, promote and retain qualified women and minorities in all levels of employment.

### Elimination And Prevention

In 2004, the Department of Human Rights will continue its outreach and education efforts in a limited capacity. It will continue to engage in activities designed to prevent and eliminate prejudice, racism and discrimination, and acts of violence and bias. The dissemination of linguistically and culturally appropriate materials, hosting of workshops and the further implementation of the "Prejudice Isn't Welcome" campaign to educate citizens of the City on issues of prejudice, racism and discrimination will contribute to making our City safer for all its constituents.

The department will also implement marketing and outreach strategies to educate all our diverse communities on how to better access the services provided by the department. The following are marketing and outreach strategies for 2004:

- Giving the department greater visibility within community events by attending at least 50 community events, forums and/or meetings.
- Conduct a minimum of 5 public hearings to gather information on issues of discrimination and racism most relevant to community.
- Execute a department marketing and public relations campaign explaining how to access the services provided by the department.
- Work along with the Saint Paul Public Schools to eliminate prejudice, racism and discrimination in the schools by hosting 15 educational sessions at various schools in the District.
- Liaison with the business community to create employment opportunities for women and minorities through the Construction Partnership Program.

### Hate/bias Response Plan

The Department of Human Rights and the Human Rights Commission developed a Hate/Bias Response Plan in 1998. The department and commission are currently working with community groups to implement the Plan to reduce hate/bias incidents and crimes in the City by creating a citywide network to counter hate/bias incidents by providing support and solidarity to victims of hate/bias incidents and to send a clear message that the community of Saint Paul will not tolerate expressions of hate or bias towards any member of the community.

Please contact the Department of Human Rights at 651-266-8966 for information on how you can participate in any of our educational, outreach or pair-testing programs.